

# Hilltown Village

Executive Director / CEO

EIN 471394720  
 MA · NTEE P40  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Mollie Hartford-chamberland, Executive Director / CEO** (\$26,588) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

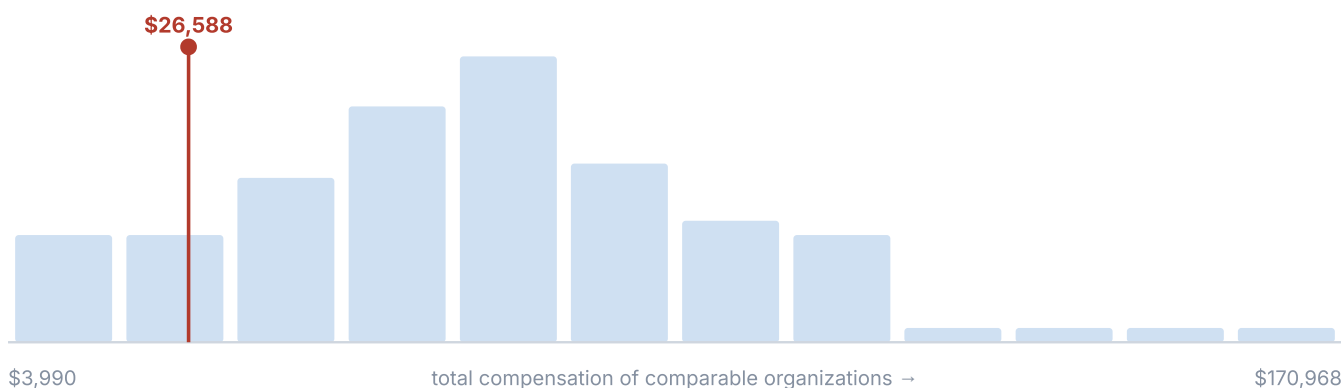
**Benchmarked executive:** Mollie Hartford-chamberland — reported title “DEVELOPMENT DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P40).
- BUDGET** Total revenue between \$245,483 and \$549,589 — 0.67x to 1.50x the subject's \$366,393 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**191** organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,831	\$43,322	\$63,598	\$84,810	\$105,571	\$26,588
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pregnancy Resource Connection Inc</a>	CO	\$365,381	Executive Dir.	\$60,000	<b>\$64,024</b>	2024
<a href="#">Nurturepa Inc</a>	PA	\$367,905	Board Member	\$9,000	<b>\$9,730</b>	2025
<a href="#">Adoption Solutions Of Arizona</a>	AZ	\$364,339	President	\$35,500	<b>\$39,116</b>	2023
<a href="#">Los Angeles Pregnancy Services Inc</a>	CA	\$362,937	Exec. Direct	\$78,709	<b>\$75,633</b>	2024
<a href="#">Created With Purpose Of West Texas</a>	TX	\$371,110	Executive Di	\$24,000	<b>\$27,505</b>	2023
<a href="#">Belong</a>	VA	\$371,203	Executive Di	\$97,648	<b>\$104,921</b>	2024
<a href="#">Heart Of Grant County</a>	OR	\$360,618	Executive Director	\$70,000	<b>\$70,476</b>	2025
<a href="#">Kids In Need Supportive Services</a>	NM	\$372,872	Director	\$52,000	<b>\$64,077</b>	2023
<a href="#">First Option Care Inc</a>	GA	\$358,509	Executive Dir.	\$49,488	<b>\$57,009</b>	2023
<a href="#">Dwell - Lycoming County</a>	PA	\$374,640	Executive Director	\$64,178	<b>\$71,221</b>	2024
<a href="#">The Martha G Welch Center</a>	NY	\$375,000	Ex Officer Ceo	\$60,250	<b>\$60,586</b>	2024
<a href="#">Short Years Partnership</a>	IA	\$375,327	Executive Director	\$48,204	<b>\$60,470</b>	2023
<a href="#">Village-connect Inc</a>	CA	\$355,988	Executive Dir.	\$74,250	<b>\$73,456</b>	2023
<a href="#">The Families And Work Institue Inc</a>	NY	\$377,269	President	\$38,453	<b>\$38,667</b>	2024
<a href="#">United Families Nonprofit Corporation</a>	SD	\$355,352	Executive Director	\$28,219	<b>\$34,657</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mid Shore Community Mediation</a>	MD	\$355,111	Executive Di	\$59,375	<b>\$63,598</b>	2023
<a href="#">Grace Beyond Borders Nwi Inc</a>	IN	\$354,953	Executive Director	\$27,667	<b>\$33,427</b>	2023
<a href="#">Infant Parent Center Inc</a>	CA	\$378,081	Director	\$150,000	<b>\$148,396</b>	2023
<a href="#">About Families Inc</a>	CA	\$378,090	Exec Directo	\$16,560	<b>\$16,383</b>	2023
<a href="#">East Gate Ministries</a>	VA	\$352,857	President / Director	\$97,883	<b>\$108,280</b>	2023
<a href="#">Faith Choice Ohio</a>	OH	\$380,657	Executive Director	\$90,000	<b>\$109,211</b>	2023
<a href="#">Angels On Patrol Inc</a>	AZ	\$350,851	Executive Director	\$73,591	<b>\$81,086</b>	2023
<a href="#">African Girls Hope Foundation Inc</a>	GA	\$348,994	President	\$32,750	<b>\$37,727</b>	2023
<a href="#">Resources For Women Inc</a>	FL	\$383,925	Center Director	\$70,888	<b>\$74,107</b>	2024
<a href="#">James Samaritan</a>	LA	\$348,641	Executive Director	\$45,000	<b>\$55,142</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 191 organizations. Compensation range \$3,990–\$170,968; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$366,393); for reference, expenses \$321,634 and assets \$150,019.

ROLE MATCH	Mollie Hartford-chamberland, reported title " <i>DEVELOPMENT DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	10 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Mollie Hartford-chamberland) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 191 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,588 is reasonable (approximately the 10<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.